

progress

MAGAZINE

2020 | JULY - AUGUST

aberdeen-chamber.com

Inclusion Diversity Access

IN THIS ISSUE

-
- ambassador visits 8-9
- new members 13
- disability champions 16-17
- business briefs 18-19
- staycation in aberdeen 29

ADA30 1990 - 2020
Americans with Disabilities Act
Celebrate the ADA! July 26, 2020

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**MAYOR'S ADVISORY COMMITTEE
FOR PEOPLE WITH
DISABILITIES**
Accessibility...Education...Employment


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The Official Magazine of the Aberdeen Area Chamber of Commerce



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ADA 30

1990 - 2020

Americans with Disabilities Act

Celebrate the ADA! July 26, 2020

Credit: ADA National Network (adata.org)

Americans with Disabilities Act Celebrates 30 Years

The Americans with Disabilities Act was signed into law on July 26, 1990 by President George H.W. Bush. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications.

The ADA is divided into five titles (or sections) that relate to different areas of public life – employment, state & local government, public accommodations, telecommunications and miscellaneous provisions. You can learn more about these titles at www.adata.org/learn-about-ada.

Throughout the year and on the ADA anniversary, the ADA National Network recognizes this landmark event and the important work to promote equal opportunity for people with disabilities. You can take part in celebrating access and inclusion by sharing a #ThanksToTheADA hashtag on social media with your story of being in an accessible space or patronizing an accessible business. More ideas and information are available online at www.adaanniversary.org.

Find out how local groups are helping people with disabilities. Pages 16-17.



ABBY Award Nominations Now Being Accepted!



Gail Ochs
President, IOM,
Aberdeen Area
Chamber of
Commerce

The Aberdeen Area Chamber of Commerce will be presenting ABBY Awards in ten different categories at the Annual ABBY Awards Ceremony to hopefully be held on September 17, 2020. To be eligible to receive an award, businesses or organizations in the Aberdeen area must complete and submit an application to the Chamber by August 20, 2020.

To Apply:

Businesses and organizations can go online to www.aberdeen-chamber.com to download and complete applications on their own behalf or, if you prefer, call the Chamber at (605) 225-2860 and we can email the forms out to you.

To Nominate Someone:

If you would like to nominate a business or organization in any of the categories listed below, give us a call at (605) 225-2860 or email: info@aberdeen-chamber.com and provide us with your nominee's name and contact information. We will do the rest!

Award Categories:

Agribusiness Award: Exceptional performance in the development of agriculture in South Dakota or which relates to the agribusiness sector, including farming and ranching enterprises.

Bridge Builder Award: Exceptional performance in collaborating with community educational institutions and agencies to expand their workforce to include students, individuals with special needs, veterans and minority groups. The award recognizes a business that has taken the initiative to offer opportunities to an under-served workforce segment.

Community Involvement-Business: Exceptional performance in its support of arts and culture, sports, education, voluntary groups, and/or community service.

Community Involvement - Non Profit: A non-profit organization which demonstrates exceptional performance in its support of the community through arts and culture, sports, education, voluntary groups, and/or community service.

Customer Service - Retail: Exceptional performance in providing retail services (wholesale and retail trade, purchasing and distribution, transportation, professional services,



2019 ABBY Award Winners

communications, financial, etc.)

Customer Service - Service: Exceptional performance in providing services (wholesale and retail trade, purchasing and distribution, transportation, professional services, communications, financial, etc.)

Health and Wellness: Exceptional performance in providing healthcare services to the community; or a business/organization that internally encourages health/wellness of company through employee programs.

Manufacturing: Exceptional performance in producing manufactured goods. Judging considers the relative size and particular conditions of the business, and the usual evaluation criteria of profitability, growth, and stability.

Professional Services: Exceptional performance in providing a service. Judging considers the relative size and particular conditions of the business, as well as criteria of profitability, growth, and stability.

People's Choice: A business or organization that demonstrates exceptional performance in its support of the community and increases community pride through their efforts. There is no application for this award. All applicants who apply for an ABBY award in any of the above categories are eligible for this award.

What is the Award Process?

Businesses/organizations may apply for awards in more than one category if the category applies to them. All applications are judged by Chamber and Economic Development professionals from across the United States. The People's Choice Award is the only award judged locally. All those who submit applications will receive one free ticket to the event. Please call the Chamber at (605) 225-2860 with questions regarding the awards or process.



Chamber Leadership

Executive Board

Jack Hollinsworth, Chair	JDH Construction
Jeff Poppen, Chair-Elect	Sanford Aberdeen Medical Center
Robert Goscicki, Vice Chair	Aberdeen Federal Credit Union
Kellie Ecker, Treasurer	SD Mfg & Tech Solutions
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Dawn Williams, Past Chair	SD Dept. of Labor

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Gail Ochs	President
Lisa Anderson	Marketing & Collaboration
Bea Smith	Membership & Engagement
Stacie Wiedeubush	Finance & Administration
Dawn Maas	Outreach & Events

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Full Board

Brett Deibert	Farm Credit Services of America
Dr. Timothy Downs	Northern State University
Justin Feickert	Midstates Group
Julie Fischbach	Mainstream Boutique
Todd Forkel	Avera St. Luke's
David Novstrup	Wylie Thunder Road/Allevity
Matt Prehn	Midstates Group
Andy Rehder	3M Company
Dr. Sandra Welling	Presentation College
Joel Mann, CVB Board Liaison	
Mike Sommers, ADC Board Liaison	Double D Body Shop
Matthew Zeller, ADA Board Liaison	Great Western Bank
Mike Bockorny, Ex-Officio	Aberdeen Development Corp.
Casey Weismantel, Ex-Officio	Aberdeen Area CVB
Shelley Westra-Heier, Ex-Officio	Aberdeen Downtown Association



This magazine is a bi-monthly publication of the Aberdeen Area Chamber of Commerce.

COVER: Aspire/The Connection/
Mayor's Advisory Committee for
People with Disabilities

INFORMATION:
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Commerce, 516 South Main Street
Aberdeen, SD 57401



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Companies. For advertising opportunities,
contact Jason Pelzl at 605.225.5287 or
1.800.456.2431

Celebrate Landmark Voting Anniversaries by Exercising Your Right

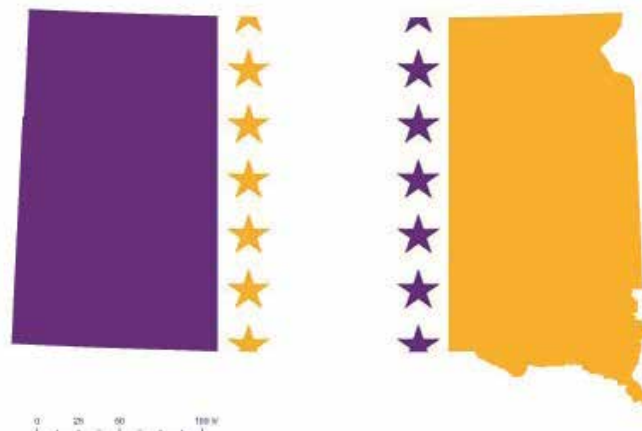
2020 marks landmark anniversaries for two amendments to the US Constitution regarding voting rights in America. In 1870 (150 years ago), the 15th Amendment granted African-American men the right to vote. Then, in August of 1920, the 19th Amendment was ratified by two-thirds of the states, officially extending voting rights to women (also known as women's suffrage). This year marks the 100th anniversary of that adoption.

The struggle to express their opinions by casting a vote went on for generations before and, despite the passage of these amendments, discriminatory practices were still used against both groups of people for years afterwards. It wasn't until the Voting Rights Act of 1965 was signed into law 55 years ago on August 6th that African-American voters had the legal means to challenge voting barriers that restricted their ability to participate in elections.

Although the 19th Amendment was passed in the early 20th century, it was not something that was granted to women by society of that day. It was won by generations of women – and some men – who began an organized fight for it in the 1840s. In 1920, voting rights were kind of all over the place in this country and, in fact, South Dakota extended voting rights to women the year before that. Astonishingly, it wasn't until 1984 that the last of the 50 states (Mississippi) finally ratified this amendment.

In the most recent election held in Brown County (June 2nd, 2020), only 26.6% (6,089 of 22,912) of registered voters cast their ballots. The number was more encouraging in the November 2016 general election with 70.8% (16,489 of 23,288) participating. With several voting options available, including early/absentee and voting by mail, there's no reason the percentage shouldn't be much closer to 100% this year. Those who spent decades fighting voting injustices certainly wouldn't take this opportunity for granted.

I challenge all Brown County residents to surpass the 70% turnout of 2016 by making your choices count in the November 3rd general election. Absentee voting begins September 18 and registration deadline is October 19. Exercise your right!



State of South Dakota depicted in purple, white, and gold (colors of the National Woman's Party suffrage flag) – indicating South Dakota was one of the original 36 states to ratify the 19th Amendment.



Jack Hollinsworth
2020 Chamber
Board Chair, JDH
Construction



Sommers Part of Leadership South Dakota



Leadership South Dakota has selected Spencer Sommers to participate in an 8-month leadership program, which begins in September. Leadership South Dakota is a statewide program with a mission to engage citizens from across the state. It provides participants with the background, unique experiences and insights necessary to be successful in leadership positions.

Leadership South Dakota helps homegrown leaders expand their knowledge of the state. Participants learn from extraordinary people who have contributed to the fabric of our state. In the program, the 2021 class will gain leadership and organizational management skills, helping them shape the future of South Dakota.

The planned schedule and topics for the next

class of Leadership South Dakota is:

October 14-16, 2020 – Brookings: Agriculture and Education

November 11-13, 2020 – Rapid City: Tourism, Military and Natural Resources

January 13-15, 2021 – Yankton: Rural Initiatives

February 10-12, 2021 – Kyle: Native American History and Culture

March 17-19, 2021 – Sioux Falls: Health Care and Financial Services

March 27, 2021 – Chamberlain: Graduation

“I think this will be a great experience. I’m excited to learn more about South Dakota and meet new people from other areas of the state,” said Sommers.

Aberdeen Back to Business Guide

The Aberdeen Development Corporation recently completed the Aberdeen Back to Business Playbook. This ready-to-work guide in the age of COVID-19 will help businesses ensure safety of customers & employees as well as navigate new ways of doing business. Many of the recommendations from Governor Kristi Noem’s “Back to Normal” plan are

included along with guidelines from the CDC and other federal, state and local agencies.

The Playbook is available at no charge by going to www.aberdeen-chamber.com/DocumentCenter/View/881/AberdeenB2BusinessGuide or you may contact the Chamber or Development Corporation offices.



PEOPLE'S CHOICE ABBY AWARD WINNER

The People's Choice Award is presented to a business or organization that demonstrates exceptional performance in its support of the community and increases community pride through their efforts.



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State Street Pharmacy
Avera State Street Medical Square
☎ 605.225.1945

United Clinic Pharmacy
Sanford Aberdeen Clinic
☎ 605.225.4001

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Medical Center
PHARMACY**



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Enjoy Your Food Year-Round with Food Preservation

As more and more people plant gardens, the ability to extend the life of produce past its expiration date is in high demand. Preserving foods at home is an easy way to prolong the life of excess produce, save money, and have a constant stock of products on hand. When preserving at home, it is important to use evidence-based recipes in order to ensure food is preserved safely. Food preservation methods include canning, freezing and drying.

Canning can be used to preserve all types of food ranging from fruits and vegetables to meats and soups. There are three methods of canning – pressure, water bath, and steam canning. The method used is determined by the acidity of the product. Pressure canning is used to process low acid foods like vegetables, meats, and soups. In contrast, water bath canning is used to process high acid and acidified foods such as fruits and tomatoes. Steam canning has recently been approved as a safe

method of preserving foods. Much like a water bath canner, steam canning is used to process high acid foods. Regardless on the canning method, altitude must be taken into account for the processing time.

Freezing is one of the easiest and quickest methods to preserve food. The cold, dry environment of the freezer slows down spoilage as it inactivates enzymes. It's important to pick the highest quality produce to freeze. All produce should be thoroughly washed and dried before freezing. Vegetables need to be blanched and fruits may need lemon juice, Fruit Fresh, or ascorbic acid added to prevent browning. Food should be stored in smaller quantities and in an appropriate container. Rigid containers made of plastic or glass and flexible bags such as freezer bags are appropriate for the storage of frozen food.

Drying is another simple and safe method to preserve food. Dried foods have a low to no moisture content slowing the growth of microorganisms and preserving food.

Popular dried food products include different fruits, vegetables, and meats. The dehydrating process can vary between 4 to 12 or more hours.

Whether you're preserving excess produce from your garden, making jam, or freezing corn, SDSU Extension provides great research-based food preservation information. On their website, <https://extension.sdstate.edu/food/preservation>, you can find everything from canning method guides and freezing tips and tricks to evidenced based recipes for all preserving methods. Enjoy the produce of the season and happy preserving!



Megan Erickson

*SDSU Extension
and Member of the
Health & Wellness
Committee*



#TogetherWeRally

Aberdeen, it's time to rally back!

Looking for something to do?

Get out and enjoy our community this summer.

Check out what's going on by visiting www.visitaberdeensd.com

www.facebook.com/groups/ThingsToDoInAberdeenSD

Ambassador Visits



Groundbreaking

Aberdeen Parks, Recreation & Forestry Department
 (new softball complex)
 8th Ave NE (north of Fossum Field) • 605-626-7015



Groundbreaking

Aberdeen Development Corporation/Malchow Plaza
 5th Ave SE & S Main St • 605-229-5335



New Business

Branded Tattoo & Piercing
 603 Riverside Dr • 605-380-8791
[facebook.com/brandedaberdeen](https://www.facebook.com/brandedaberdeen)



Groundbreaking

Canine Country Club
 521 N Production St • 605-690-3109
[caninecountryclubsd.com](https://www.caninecountryclubsd.com)



New Business

Mr. Appliance of Aberdeen
 2014 N Main St, Ste 2 • 605-824-6116
mrappliance.com



New Business

Sign Gypsies of Aberdeen Area
 605-380-1146
[signgypsies.com/all-locations/sign-gypsies-aberdeen](https://www.signgypsies.com/all-locations/sign-gypsies-aberdeen)



West Oak

3315 6th Ave SE, Ste 45 • 605-310-4178
westoaksd.com



Training Calendar

Interested in learning more about growth & success, inevitable changes, the year ahead and exiting your business?

Join these informational and educational webinars designed to keep you informed on innovative business and tax strategies.

The tools and resources presented will help businesses and individuals make informed decisions and remain successful and compliant in a competitive marketplace.

For registration information, go to www.eidebailly.com/insights.

- Inspired Perspectives - HR Insight: Impact of HR Organizational Audit, July 21
- Proposed Regulations: UBTI "Siloing" Rules Under IRC Section 512(a)(6), July 21
- Inspired Perspectives - SECURE Act and COVID-19 Impacts on Employer Retirement Plans, July 27

Webinars Available Online

The Aberdeen Area Chamber of Commerce provides members with access to fantastic webinars and workshops as part of their Chamber membership. Learn from local and industry experts on important topics from technology and marketing to professional and team development sessions.

Recent addition topics include:

- Hiring Strategies for Small and Mid-Sized Employers

- GASB's Financial Reporting Model Exposure, August 4
- Affordable Care Act: 30 Minute Roundtable, August 7
- International Payments to Nonresidents, August 11
- Inspired Perspectives - Tax Planning Tips & Considerations, August 13
- Inspired Perspectives - Data Analytics in Internal Audit, August 18
- Inspired Perspectives - IRS Trouble: International Penalty Abatement, August 20
- Inspired Perspectives - Affordable Care Act: Are You In Compliance?, August 27



- What is Employee Experience, and Does it Really Matter?
- How to Build a World-Class Sales Force And many more!

We have also added several to the library by local presenters that were live in May and mostly relate to COVID-19.

Chamber members can access these online seminars at www.aberdeen-chamber.com/321/webinars.



Economic Development in a COVID Environment



Mike Bockorny
Chief Executive
Officer, Aberdeen
Development
Corporation

Greetings from the Aberdeen Development Corporation (ADC)! As we open business back up in the COVID environment, there are many unknowns in the realm of economic development. The already competitive retention, expansion and recruitment of business faces voluminous challenges. For example, what should we focus on - retention, expansion, or recruitment? Do we focus on one, two or all three?

Since the beginning of March, the ADC has primarily focused on retention of existing business. In a normal 12 month cycle we will work on retention with around 100 businesses; since March 1st we have worked with 188 businesses in numerous ways related to retention. Thus far, the large majority of businesses have adapted and are now back open for business, albeit in a modified fashion.

As often happens in a challenged economic environment, some businesses will be positioned for growth and expansion. This is true of businesses in our community. The ADC has directly assisted 7 businesses in expanding their operations and indirectly with 24 more since March 1st. In a normal year we average working with 30 companies on expansion. This speaks well of the business environment in Aberdeen for both the present and

future. That said, there are still many businesses who are and will be challenged. While the primary focus will be on retention, we will continue to engage on expansion opportunities as they arise.

Recruitment of new business is essentially on hold for the foreseeable future. Unfortunately, the recruitment of new businesses requires travel to trade shows and the follow up with contacts made from attending these trade shows. All major trade shows the ADC would normally attend on an annual basis have been cancelled for 2020. While this represents a setback, we are not alone in this. All communities/regions are in the same situation. There are still some companies looking for a new community to land in and we are engaged with a few, but nothing is imminent. On a normal year, the ADC will make direct contact with over 500 potential new businesses. In 2020 that number is likely to be less than 50. However, we are prepared to get right back to work on the recruitment side of things once we are able.

The ADC will continue to do our part in expanding economic opportunity and growth for our community and region. For information or questions please contact our office at 605-229-5335 or check out our website at www.adcsd.com.

Self-Care to Help You Persevere



Rebecca Christiansen,
LPC-MH,
LPC, NCC
Director of
Counseling &
Student Health
Services,
Presentation
College, on behalf
of the Health &
Wellness Committee

Perseverance is defined as showing persistence in doing something despite difficulty or delay in achieving success. Most of us have experienced this in our professional and/or personal lives. However, as I write this, we are all experiencing a different kind of perseverance, through social distancing, changes in everyday activities, nationwide social unrest, and more. These large scale events are all part of our collective human experience. For others, perseverance may be needed to survive things such as job furloughs, illness, or food insecurity.

Perseverance is a wonderful thing, but it can take a toll on our mental health. Our body and mind are linked in a number of ways; taking good care of one has a tremendous impact on the other. Simple changes can result in a reduction of stress and an overall improvement in your mood.

Exercise can have a profound impact on depression and anxiety. It also relieves stress, improves memory, and boosts your overall mood. Cardio stimulates the production of "feel good" chemicals in your brain. It can include activities like brisk walking, swimming, running, or cycling.

Nutritional psychology has only come to the forefront in the last few years, but numerous studies have shown that what you eat directly affects the structure and function of your brain and, ultimately,

your mood. There is considerable consistency in the foods that are good for your body, mind, and mood. Leafy green vegetables, lean proteins, and healthy fruits all have been shown to have a positive impact on one's mental health.

Sleep is important for both physical and mental health. Quality sleep improves productivity and overall quality of life. Some easy ways to improve sleep hygiene include avoiding stimulants close to bedtime, getting good sun during the day to maintain healthy sleep-wake cycle, and establishing a consistent, RELAXING bedtime routine. This could include taking a warm shower or bath, reading a book, or light stretching. Don't forget, turn off electronics; the goal is relaxation, not brain stimulation.

The beauty of a shared collective experience is that you are not enduring it alone. If you are struggling, reach out to talk with someone in your support circle or with a mental health professional. Tele-health is a great option during this time. It provides safe, convenient access to trained mental health professionals.

Anyone can endure, but with intentional self-care, you maintain the strength to persevere.

Be Safe. Be Thoughtful. Be Kind.



Discrimination Comes in All Forms



Hi, my name is Eric Vetter. August 2nd 1993, when I was 16, is a day that I will never forget. I didn't know when I woke up that morning that later that night I would be laying in St. Luke's hospital unable to move my legs. As of the day I am writing this I have spent 9,846 days in a wheelchair. During that time, I have experienced a lot of things; some of them have been good and some of them have been bad. One of the good things is joining a group in Aberdeen called "The Connection". It is a group of volunteers that work with any business to answer questions about employing people with disabilities.

You would think that we are a small enough community that disability employment discrimination doesn't happen in our small town, but after you read this story you will see that it even happens here. I was working as a sales person at CellularOne and I got a call from a head hunter because someone had told them that I was good at my job. The head hunter and myself had three different phone calls, him asking me questions and me asking him questions. On the third phone call he told me that he thought I would be a good fit for this job, and told me the name of the company that was hiring. Being a small town, I knew the business right away, and knew that the location they were hiring for was not wheelchair accessible. I told him that I am in a wheelchair and that the place wasn't accessible, and asked if they would they be able to make it accessible. He told me that he would do some checking and get back to me. I'm still waiting for that phone call. I was totally happy where I was, and didn't want to take the time to file a complaint, so I let it go. Knowing what I know now, I wish that I had filed that complaint, because it wasn't

fair to me or other people with a disability. I was just as qualified as someone who wasn't in a wheelchair, and

I know that my selling skills are excellent and I might be better than someone who was walking. This happens throughout the country on a daily basis, and just like other forms of discrimination it needs to stop. People who have disabilities want to work and be a productive member of society just like anyone else. In fact, when they get a job the chances of them going across the street for a small pay raise is slim. Just think of some of the people with disabilities you see at businesses in Aberdeen, and notice how long you have seen them at that same job.

If you are a business owner and are looking for employees, don't rule out someone with a disability. In fact, there are actually tax credits for hiring someone with a disability, or making accommodations for them. We are looking for additional volunteers to help us make employment possible for everyone, so if you or anyone you know have further questions or want to join us, reach out to The Connection at theconnectionaberdeen@gmail.com or send us a message on our Facebook page www.facebook.com/theconnectionaberdeen.



Still is Midwest Book Award Finalist

The Midwest Independent Publishing Association has announced the finalists in the 30th Annual Midwest Book Awards competition. *Still* (North Dakota State University Press 2019), co-authored by Kenneth (Keva) and Rebecca Bender (father and daughter) was named one of 3 finalists in the Religion/Philosophy category.

Still is a nonfiction biography/memoir about 5 generations of a Jewish family -- 150 years of heart-rending and uplifting stories on three continents: from Russian pogroms, to homesteading farmers in Ashley, ND, to Benders Farmers Cash Store in Eureka, SD, to the beaches of Normandy, France in the D-Day Invasion, to the Twin Cities, to Aberdeen, SD, to Israel, and beyond. The underlying themes of perseverance, community, and trying to live a good life with tradition as a guide, are universal. *Still* was also awarded the 2019 Independent Press Award (Judaism category).

The Midwest Book Awards recognize excellence in books published during the 2019 calendar year, in



At the invitation of Director Robert Russell, Rebecca read excerpts from Still and answered questions at the South Dakota Germans From Russia Cultural Center, in Beulah Williams Library at Northern State University.

the 12-state Midwest publishing community. Thanks to the efforts of 99 volunteer judges, the hundreds of entries were narrowed down to 88 finalists across 31 categories.

Submitted by Rebecca Bender.





www.aberdeensd.com/therightmove

Videos, a community profile, additional community resources and the *10 Things to Love About Aberdeen, SD* guide.

Employers, check it out and use for workforce recruitment!



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JULY 23 - 30

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<p>INFORMATION</p> <p>The Aberdeen Bacon Run is going VIRTUAL! Log your exercise and watch yourself move along the 36.2-mile route through Aberdeen. Track your runs, walks, and other physical activity and compete with others!</p> <p>FUNDRAISING: empower students in Aberdeen, Warner, and Leola with JA programs by fundraising before and during the event! Encourage friends and family to cheer you on and show their support to you and JA students by giving a gift.</p>	<p>PRIZES</p> <p>FIRST TO COMPLETE RACE: youth - \$25 gift card Adult - \$25 gift card</p> <p>RANDOM DRAWING: youth - \$25 gift card Adult - \$25 gift card</p> <p>MOST FUNDS RAISED: \$25 gift card</p> <p>*Fundraise \$200+ = FREE 2021 Bacon Run Registration!</p>
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All funds raised will go to support JA programs in the Aberdeen Area during the 2021-22 school year. Junior Achievement of South Dakota www.jasd.org | (605) 336.7318

Although the past four months have been out of the ordinary, the Chamber staff has been, and continues to be, here for our members and community. Despite disruptions, we have been working hard to maintain connections with our members and support local businesses.

With the launch of the new community brand, we decided it would be a good time to reevaluate job titles and make adjustments that better described what each staff member does.

Gail Ochs – President

Lisa Anderson – Marketing & Collaboration

Stacie Wiedebush – Finance & Administration

Bea Smith – Membership & Engagement

Dawn Maas – Events & Outreach

Watch the next edition of the Progress for a Chamber staff guide!



MIXER Calendar

THURSDAY
SEPT 10, 2020

CashWa Distributing (810 3rd Ave Southeast)
5:15-7:00 pm



THURSDAY
OCT 8, 2020

Aberdeen Civic Arena (203 South Washington Street) 5:15-7:00 pm

THURSDAY
NOV 12, 2020

Pierson Ford (701 Auto Plaza Drive)
5:15-7:00 pm



THURSDAY
DEC 10, 2020

Christmas with the Chamber at the Dakota Event Center (720 South Lamont Street)
5:15-7:00 pm



welcome new members

Modern Day Health Care

Mikala Simon, Director of Therapies
Aberdeen • 605-305-3761
moderndayhealthcare.com
Live video e-Visits for acute & family care, mental health needs, physical therapy (and in Aberdeen, SD mobile services!) and holistic care with functional medicine services.



The Fuze

Lynn Oland & Devin Marzolf, Owners
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We want to help you look and feel your best, whether it be with clothing, prom, bridal, or mother of the bride gowns!



SoulShine Massage Therapy

Jennine Dolphus, Owner
2211 8th Ave NE • Aberdeen • 605-200-2070
massagebook.com/biz/soulshine-massage-therapy
Specializing in Ashiatsu Deep Tissue Massage, also providing excellence in traditional Swedish, Deep Tissue, Ace Massage Cupping and Craniosacral Massage Therapy.



West Oak

Allison Carda, Owner
3315 6th Ave SE, Ste 45 • Aberdeen • 605-310-4178
westoaksd.com
West Oak - a boutique and metaphysical store dedicated to the eclectics.

West Oak

2020 ACHS Hall of Fame Banquet & Induction Postponed to 2021



Due to the effects of the global pandemic, the Aberdeen Central High School Hall of Fame Committee (a subcommittee of the Aberdeen Public Schools Foundation) has made the difficult decision to postpone this fall's banquet and induction until 2021. The Committee's priorities are to keep inductees and guests safe as well as preserve the integrity and uniqueness of the CHS Hall of Fame.

The nine individuals and one team will be inducted into the CHS Hall of Fame during in the fall of 2021, in conjunction with CHS Homecoming Week activities. The 2021 CHS Homecoming date has not yet been determined.



NSU to Offer Native and Indigenous Studies Minor This Fall

Northern State University Honors student and Cheyenne River Sioux Tribal member Jaeden Shaving chose Northern because Lara Nelson, Director of the NSU American Indian Circle Program, had several conversations with him that made him “feel like someone actually cared about me and my future, and she did a lot to educate me about the variety of opportunities, including scholarships, the Cangleska wašté pre-orientation program, and peer mentoring, that I had at my disposal.” Shaving is excited the university added a new academic opportunity starting in fall 2020: a minor in Native and Indigenous Studies.

Northern’s Native and Indigenous Studies minor is an interdisciplinary program featuring Lakota language classes, experiential learning opportunities including a traveling classroom, and new courses in Native Identity and Resiliency, Global Indigenous Media, and Federal Indian Law. The American Indian Advisory Committee (AIAC), led by Nelson and comprised of students, faculty, administrators, and community members worked together to revise a dormant American Indian Studies minor into an engaging, interdisciplinary minor.


Nelson said the new minor will offer a diverse range of academic subjects that will appeal to Native and non-Native students. Students can add the minor

in Native and Indigenous Studies to any major. The 18 credits will give them a more robust cultural lens that is inclusive of the fastest growing demographic segment of South Dakota and the region.

“Northern’s Native and Indigenous Studies minor helps students draw connections among local Native American experiences and global indigenous cultures on a broad range of topics,” Nelson said. “The faculty teaching courses in the minor come from different disciplines – sociology, communication studies, history, and law, which ensures our approach is interdisciplinary.”

The Program

Dr. Pamela Monaghan-Geernaert, Assistant Professor of Sociology and a member of the AIAC, will teach the first course this fall, Contemporary Native and Indigenous Life. The readings in the course include case studies from local Native American tribes and from around indigenous peoples around the world. “By taking classes in the minor, I think I will learn a lot about the history of our people and how to reach out and connect today” explained Shaving, “I’m really interested in helping the Native American population, especially the young people, succeed. Whether that success is found by going



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to college, starting a business, or just continuing our traditions and keeping our culture alive, I want to be able to give people the opportunities to do so.”

The other two required courses for the minor include Federal Indian Law, which will be taught in spring 2021 by an attorney with more than 25 years of experience in Indian law, and History and Culture of the American Indian, which will focus primarily on North American Indians from before European contact to the present, emphasizing regional Dakota cultures. Students pursuing the minor can then choose from a range of interdisciplinary courses to finish out the minor.

The Committee

Northern's AIAC reviews and advises on policy, practices, academic offerings, and programing to support NSU's Native American students. Nelson credits the input and advise from elders and community members, including Native students at NSU; the sustained support for the minor from faculty on the American Indian Advisory Council; and, support from NSU Administration, including Vice President for Academic Affairs Dr. Mike Wanous and Associate Vice President Dr. Erin Fouberg.

Along with Nelson, Monaghan-Geernaert, Shaving, and Wanous, other committee members include:

- Dr. Steven Usitalo, Professor of History
- Dr. Dave Grettler, Professor of History
- Dr. Amber Henderson, Assistant Professor of Marketing/Management



- Layton Cooper, NSU Director of Admissions
- Jani Kovach, academic advisor for School of Fine Arts and College of Arts and Sciences
- Gordon Treetop, community member
- Justice Swift Red Hawk and Tayzia Claymore Knight, student representatives

Register Now

Registration for the fall 2020 course, Contemporary Native and Indigenous Life, is now open. Students and community members interested in registering for this course or pursuing the Native and Indigenous Studies minor should speak with their academic advisor or contact Nelson at Lara.Nelson@northern.edu.

2020 chamber golf tournament

July 27th, 2020
tee times start at 10:00

Moccasin Creek Country Club

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Our Humble Beginnings

Our organization opened in 1960 as Aberdeen Sheltered Workshop, the first facility in Aberdeen to serve adults with developmental disabilities. In 1965, the name changed to the Adjustment Training Center. Federal funding and local business partnerships allowed the program to grow. In 2010, the organization became Aspire – reflecting the vision for a community full of opportunities available to anyone aspiring for a better life.

Our Level of Care

Today, Aspire supports about 150 individuals from Aberdeen and the surrounding area. We provide a day program, employment training and in-home services for people who live and/or work semi-independently. In-home services range from financial management and grocery shopping assistance to more comprehensive services included 24-hour assistance with meals, medication administration and personal care.

Aspire's team of direct support professionals are trained in medical and behavioral support and crisis intervention. Families value the high level of comprehensive care they would otherwise be unable to provide for their loved ones.



Our Bright Future

In honor of our milestone anniversary, we are freshening up our brand. The tree in our new logo is a symbol of growth representing the support Aspire clients receive. This also reflects our mission of **empowering adults with disabilities to lead fulfilling lives**. Our color palette is bright and inviting, following our commitment to clients and their futures.

The Aspire Foundation was created to ensure the longevity of our organization. Our foundation works with donors to match giving options to philanthropic goals.

 **Donate online: aspireds.org**

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605-229-0263**



THE CONNECTION

Connecting Abilities to Resources and Employment

If you are an employer, it probably seems as if you are constantly looking for candidates to hire for your place of business. Many employers don't think about hiring people with disabilities to fill vacancies in their workforce. But those with disabilities can be some of the most loyal, hard-working people on a business' payroll. There are approximately 57 million (1 in 5) Americans with disabilities in all aspects of life and their rate of unemployment is twice as high as persons without a disability.

The Connection was formed in January, 2016 with the purpose of creating a greater awareness of the benefits of hiring a diverse workforce and a goal of connecting people with disabilities who are looking

for jobs to employers hiring new employees. This is a business-led initiative comprised of representatives from various businesses and organizations in Aberdeen. The Connection receives funding through the South Dakota Division of Rehabilitation Services to provide education, consulting and technical assistance.

Meetings are held the 3rd Wednesday of each month at 2 pm at various locations. The Connection is always looking for new members. If you are interested, please contact Laura Stoltenburg at laura.stoltenburg@state.sd.us.

* Statistics from nod.org, bls.gov and ncls.org.





Started in 1991 by a resolution of the Aberdeen City Council, the Mayor's Advisory Committee for People with Disabilities exists to advance acceptance of people with disabilities and also remove structural & attitudinal barriers faced by them. The organization works to educate community members while promoting integration for people with disabilities. Funding primarily comes from the city of Aberdeen, supplemented occasionally by fundraisers.

The group meets the third Thursday of each month at 12pm in City Hall, featuring accessible entrances, parking and restrooms. Accommodations for those needing assistance with hearing, reading, etc. is available by request one week prior to each meeting. The Mayor's Advisory Committee currently has 20 members representing Aspire, NSU, Independent Living Choices, the disabled community and more. Anyone who has an interest

in the challenges faced by people with disabilities is welcome to join by contacting the Mayor's office at 605-626-7025 or Doris Stusiak at doris.stusiak@northern.edu.

Activities of the Mayor's Advisory Committee for People with Disabilities include:

- Americans with Disabilities Act Celebration – observed in July each year outside the Red Rooster Coffee House, this celebration features educational booths, simulations, entertainment, wheelchair races and more; due to COVID, in lieu of an in-person event this year, local celebrities and bloggers are asked to assume a disability for a day and record their experiences
 - Barrier Awareness Day – each April, 5th graders from Aberdeen and surrounding towns are invited to partake in fun and educational activities simulating disabilities
 - National Disabilities Employment Awareness Month (NDEAM) Event – NDEAM is observed annually in October and the South Dakota Vocational Rehab office, School for the Blind & Visually Impaired, Independent Living Council and more collaborate to bring educational speakers and entertainment to our community
 - Educational Enhancement Award – given annually to someone with a disability who has graduated from Northern State University or Presentation College, the monetary award is granted based on a brief application, college transcript and two-page statement paper about their experiences
- To find out more, go online to www.aberdeen.sd.us/83/Mayors-Advisory-Committee or www.facebook.com/Aberdeenmayorsadvisorycommittee.*

Some predictable benefits to expect when hiring a qualified candidate with a disability:

- Increased hiring pool
- Positively impacts the retention of existing employees
- ROI – Tax and other financial incentives including productivity benefits
- Reduced cost of employee benefits available
- Increased diversity
- Increased work ethic/dedication
- New look at creativity and problem solving



BUSINESS BRIEFS

BOWEN RECEIVES DESIGNATION

Joshua Bowen, CRPC®, APMA®, CRPS® a financial advisor with Legacy Financial Partners a private wealth advisory practice of Ameriprise Financial Services, Inc. in Aberdeen, has achieved the professional designation of Chartered Retirement Plans SpecialistSM (CRPS®) through The College of Financial Planning®.



Bowen successfully completed the requirements that include rigorous course work and an examination that covers design, maintenance and administration of all types of retirement plans. Additionally, individuals must agree to continuing education and to adhere to the College of Financial Planning's standards of professional conduct.

Bowen has 14 years of experience in the financial services industry.

As a private wealth advisory practice, Legacy Financial Partners provides financial advice that is anchored in a solid understanding of client needs and expectations and provided in one-on-one relationships with their clients. For more information, please contact us at 605.725.5770.

MY PLACE HOTELS ANNOUNCES ALWAYS CLEAN INITIATIVE

In continuation of the brand's ongoing initiative to provide its guests with the safest and cleanest lodging experience possible, My Place Hotels of America is pleased to announce it will take its hotel cleanliness efforts a step further by instituting an enhanced range of hotel cleanliness processes and procedures alongside its operators, franchising partners, Ecolab, and the American Hotel & Lodging Association.



My Place Hotels announced the development of its new initiative, ALWAYS CLEAN, a program designed to exceed the evolving demands of today's travelers. While guests have experienced a variety of enhancements made in accordance with the Centers for Disease Control (CDC) guidelines, the company is rolling out additional measures at all 55 My Place Hotel locations.

The ALWAYS CLEAN initiative features standard enhancements to build greater guest confidence in the brand and its operators. The program includes:

- Increased cleaning of high-touch areas throughout public spaces and guest rooms utilizing the trusted sanitation products from Ecolab
- Expanding options for contactless payment methods
- Signage and Collateral rollout to promote CDC guidelines
- Modified housekeeping schedule based on guest requirements
- Continued guidance and trainings to be provided to all

hotel staff

To learn more about the ALWAYS CLEAN initiative by My Place Hotels, visit www.myplacehotels.com/travel-updates?chebs=web-travel.

SANFORD ABERDEEN WELCOMES NEW PHYSICIANS

Sanford Aberdeen is excited to welcome three new physicians to its growing team of health care providers:



- James Mathew Weekly, M.D.: Weekly is a board-certified ear, nose and throat physician and he will provide adult and pediatric ENT services at Sanford Aberdeen starting in July. Weekly earned his medical degree at the University of Nebraska Medical Center in Lincoln, Nebraska, and is a long-time resident of the Aberdeen area.
- Scott Berry, M.D.: Berry is a board-certified OB/GYN physician and he will provide gynecology services at Sanford Aberdeen starting in July. Also a long-time resident of the Aberdeen community, Berry earned his bachelor's degree from the University of South Dakota, and his medical degree from the University of South Dakota Medical School.
- Barry Oliver, M.D.: Oliver is a board-certified orthopedics physician, specializing in joint replacements, ACL reconstructions, general orthopedics and fractures, and general hand and foot surgery. Oliver earned his medical degree at George Washington University. He completed an internship at National Naval Medical Center in Bethesda, Maryland, and finished his residency at Georgetown University.

To schedule an appointment at Sanford Aberdeen Clinic, call (605) 226-5500.

PIONK EARNS CARES® DEMENTIA SPECIALIST™ CREDENTIAL

Charity Pionk, Director of the K.O. Lee Adult Day Health Center at Bethesda, recently earned CARES® Dementia Specialist™ (C.D.S.) Credentials through HealthCare Interactive. Pionk is the first person in South Dakota to earn the C.D.S. credential.



Pionk, who has an AS degree in Health Information Management and worked in healthcare for 15 years, has been the Director of the Adult Day Health Center at Bethesda since 2018. She is also very active in the Aberdeen Chamber of Commerce Health & Wellness Committee. This Committee helped the city of Aberdeen achieve Dementia Friendly America (DFA) status this past fall. Aberdeen is the first community in the state of South Dakota to receive this national DFA distinction.

HealthCare Interactive is an organization committed to improving dementia care for people living with Alzheimer's disease and other progressive dementias. They are the only online dementia care training recognized by the Centers for Medicare & Medicaid Services (CMS). CARES Dementia Certification tests



a user's dementia understanding and dementia care knowledge from the Alzheimer's Association Dementia Care Practice Recommendations and published CARES research studies.

Scott Eisenbeisz, Bethesda Aberdeen CEO/Administrator stated, "Our team at Bethesda appreciates Charity's steadfast dedication to meeting the vast healthcare needs of our residents, clients and their family members affected by dementia. To be the first person in South Dakota to earn this vital credential as a Dementia Specialist, is a testament to Charity's commitment."

MY PLACE HOTELS OF AMERICA APPOINTMENTS MADE

In a move to further expand its organizational support structure, My Place Hotels of America named former Executive Vice President Matthew Campbell as Chief Operating Officer/Chief Legal Officer and former Associate General Counsel Adam Altman as the company's General Counsel today.

The appointments follow the recent announcement of Trend Hotels & Suites on June 3, My Place Hotels of America's most high-profile release since activating the My Place Hotels franchising system in 2014. The parent company is positioning its most valuable resources to scale its support structure for two growing brands said My Place Hotels of America Co-Founder, President and CEO Ryan Rivett.

Matthew Campbell joined My Place Hotels of

America as Executive Vice President/General Counsel in 2015. Campbell graduated from the University of South Dakota with an MBA and University of South Dakota School of Law with a J.D. He has since practiced law in South Dakota while playing an instrumental role in the ongoing growth of the My Place Hotels of America parent company, its respective hotel brands, and franchise family. As second in command, Matt combines his business and legal acumen to oversee the company's daily operations.

Adam Altman joined My Place Hotels of America as Associate General Counsel in 2017. Altman graduated from the University of Minnesota Law School with a J.D. He has practiced law for over 20 years with an emphasis in local government, serving as City Attorney for the communities of Rapid City, SD and Aberdeen, SD. With this experience, Altman provides immense value to the My Place Hotels of America brand in offering legal guidance and assistance.



BUSINESS BRIEFS

PUTTIN' FOR PAWS

Charity golf event to benefit the Aberdeen Area Humane Society

JULY 18 | 10 AM
18 HOLE, 4 PERSON SCRAMBLE
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Check-in at 9:00-9:45 AM
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Nonprofit Update: A Donor Perspective



Josh VanLaecken,
MPA, CPA
Eide Bailly, LLP

On June 8th, the National Bureau of Economic Research- our country's economic scorekeeper of sorts- concluded that the U.S. economy had entered into a recession noting monthly economic activity peaked in February 2020. This marked the end of the longest period of economic expansion on record dating back to 1854. Certainly, we have seen the widespread effects of this newly-labeled recession within our businesses, schools, and homes. Perhaps more so, we have experienced the effects of a pandemic and public health response that have gone far beyond prior recessions. These past months have also had unique and profound implications for some of the nonprofit organizations seeking to help those most acutely impacted. As many ask, "How can I help?" it is important to note the role nonprofits play within our communities; they are a powerful means of directing our resources to the causes we care about. This article seeks to provide readers with a basic overview of nonprofit organizations, some of their current challenges and opportunities, and concludes by providing a few resources for potential donors.

In addition to the good they do, nonprofits themselves make up a large portion of the economy. According to a 2019 report by the National Council of Nonprofits, America's 1.3 million charitable nonprofits (just subset of all nonprofit organizations) collectively employ 12.3 million people, and spend \$2 trillion each year of which \$826 billion is payroll related. This outpaces most other industries including construction and finance. As is the case with for-profit businesses, the vast majority of charitable nonprofits are relatively small with 88% reporting annual revenues under \$500,000. The terms "nonprofit" and "charity" carry meanings that do not always align with common usage. Nonprofit status refers to an organization's legal form under the governing state's law while tax-exempt or public charity status refers to federal tax exemption granted under one of the almost 40 sections of relevant IRS tax code. A shared condition of exemption is that there is no distribution of profit to private shareholders or individuals. The most common and perhaps best known are the 501(c)(3) public charities (i.e. the charitable nonprofits aforementioned) and private foundations, including churches and religious organizations, gifts to which may qualify as charitable contributions. Payments to most other nonprofit organizations do not qualify as charitable gifts.

As with previous periods of economic contraction, many of these organizations are being tasked to do more with less. Whereas demand

for many businesses has slowed, there has been great expansion in the need for, and breadth of, services provided by nonprofit organizations. While this relationship between economic decline and the need for services is not surprising, public health concerns have many rethinking how such services should be provided. At the same time, many organizations have seen or expect to see a decline in funding. Some will see grants and programming shrink as our state and local leaders continue to face tough budgeting decisions. Those relying on membership dues may see decreased enrollment as individuals and businesses look to cut costs. Those relying on fundraising efforts have been singularly impacted as they have been unable to hold festivals, dinners, and other events that often support a large portion of ongoing operations. Many organizations and their respective foundations have seen sizable investment losses, notably those relying on endowment earnings for additional income.

Still, there is much cause for optimism. It is widely anticipated that this recession may not be as prolonged as others. Although the labor statistics are nuanced, the May "jobs report" showing a 2.5 million increase in jobs is a promising indicator. Furthermore, despite challenges that may linger well past economic recovery, many nonprofits have been proactive. Some have had discussions with large donors who may have the means to contribute regardless of the business climate. Some have become creative in leveraging technology for marketing efforts and holding virtual fundraising events that can raise money while reducing costs. Nonprofits have also collaborated with local businesses and each other to pool resources and share costs tied to joint efforts. As is the case in for-profit business, many of these innovations are here to stay.

Additionally, recent legislation has aided some nonprofits and donors alike. For donors, the CARES Act has relaxed limitations on 2020 charitable deductions for individuals who itemize their tax deductions. For those who do not itemize, the CARES Act also provides up to \$300 (\$600 for married-filing-jointly) of additional standard deduction for cash contributions made to public charities in 2020. For those looking to maximize their gifts, many employers have programs that match a portion of employee donations. Of course, one should consult their tax and financial advisors when making these assessments as the rules and strategies are ever-evolving and can quickly become complex.

As for identifying and evaluating nonprofits, numerous resources exist. Perhaps the most informative and obvious are the organizations



themselves. With differing missions and funding sources, organizations are most qualified to speak to their needs and most have websites and contact information readily available. Donors should also be aware that information returns for tax-exempt organizations (typically Form 990) are publicly available on the Internal Revenue Service's "tax exempt organization search" website previously known as "Select Check". Here, individuals can search by name or EIN to view forms and verify an organization's status (i.e. whether the organization is eligible to receive tax-deductible charitable contributions). Donors can also restrict their gifts to a specific program or purpose within a nonprofit. This is often done by giving to a specific campaign or including a letter expressing their wishes. Finally, for those wanting to determine local volunteer and noncash needs, the Aberdeen Area Chamber of Commerce's "Chamber for Good" website (chamberforgood.com/Aberdeen) provides a central location for area residents to browse the needs of local charities. All 501(c)(3) organizations that are based in (or have extensive activities within) our community are eligible to have a profile on Chamber for Good and have the ability to post financial, volunteer, and item needs.

Many are evaluating the causes they care most about and recommitting themselves to these causes. Nonprofits will continue to be vital to these efforts, particularly in troubling times. In addition to providing critical services to our community, they are often the ones giving voice to those they serve. They have an intimate understanding and bring valuable perspectives. They allow us to extend our reach outside of what we can achieve ourselves. One does not need a doctorate to cure disease, a building to provide shelter and programming, or a bullhorn to create meaningful policy. 2020 has been quite a year so far and filled with uncertainty. Yet, it has also provided nonprofits and donors new opportunities to help our community. Nonprofits not only ask us to believe in their capacity to cause change, but in ours as well.



The logo features the word "GIVE" in large orange letters and "LOCAL" in large green letters, both enclosed within a blue rectangular frame.

Chamber *for* Good

WWW.CHAMBERFORGOOD.COM/ABERDEEN

Chamber Big Dates

Ag Committee

Thursday, August 20, Noon, TBD

Chamber Executive Board

Thursday, August 13, 8 am, Via Zoom

Chamber Full Board

Wednesday, August 19, 8 am, Via Zoom

Chamber Golf Tournament

Monday, July 27, 10 am, Moccasin Creek Country Club

Dementia Friendly America

Wednesday, August 19, 10 am, Via Zoom

Diplomat Committee

Thursday, August 13, 3 pm, TBD

Health & Wellness Committee

Wednesday, August 5, 4 pm, Pounders

Military & Veteran Committee

Tuesday, August 4, 12pm, Via Zoom

New Faculty Luncheon

Monday, August 10, Noon, Dakota Event Center

Transportation Committee

Tuesday, August 25, 3:30 pm, Chamber

Workforce & Education Committee

Wednesday, August 19, 3:30 pm, TBD



The More Things Change, The More They Stay the Same



Kelly Weaver

Regional Director,
Small Business
Development
Center

When we face a very unique situation like a pandemic, business will be impacted and in some ways forever change the way they operate. However, there are certain tenets of business that do not change.

Firstly, successful businesses are customer-focused. When I counsel new businesses, I remind them that it does not matter which version, flavor, or style of a product they like but rather what does the customer like/want/need. Through the lens of today's world, customer-focused may mean what level of safety measures a customer expects. It really doesn't matter if you think certain measures are overkill, if that is what your customer requires to do business with you then that is where the bar should be set. Another related, unchanging tenet: The boss sets the tone. If you expect your employees to implement new ways of operating, you need to lead the charge and cheerlead the change.

Secondly, successful businesses are resilient. They are able to face adversity, adapt and make changes to deal with it. Part of resiliency is preparation. Regardless of how your business is

actually affected by this pandemic, it has laid bare areas of your business that are not as adaptable as they could be. Don't just get through it; use this as an opportunity to identify those areas and address them. While the next disaster may not be a pandemic, a natural disaster or infrastructure failure could wreak a lot of havoc as well.

The Small Business Development Center is a great resource. We have access to tools, information and a national network to assist you in many areas, nearly all at no charge. Additionally, we will be able to offer more focused assistance to small business through funding provided in the CARES Act. Some of these topics areas include continuity of operations, online sales, cyber security, and health and safety training. For more details, contact your local SBDC office in South Dakota (sdbusinesshelp.com) or elsewhere (sba.gov/local).

Kelly Weaver is the Regional Director of the Small Business Development Center in Aberdeen which offers free, confidential business consulting to start up and existing businesses. She can be reached at (605) 626-2565 or kelly@growsd.org. The Center is hosted by GROW South Dakota.

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SANFORD
HEALTH

To Test or Not to Test? Covid-19 Testing and the ADA



Kim Dorsett

*Partner,
Richardson,
Wyly, Wise,
Sauck & Hieb*

Under the Americans with Disabilities Act (ADA), employers are generally not allowed to mandate medical testing of its employees unless such test is "job related and consistent with business necessity." A commonly asked question then is whether employers reopening the workplace can require an employee to submit to testing to determine whether she or he is infected with COVID-19.

On April 23, the Equal Employment Opportunity Commission (EEOC) updated its COVID-19 guidance on this issue, expressly stating that employers can require employees to participate in COVID-19 testing before they are allowed to enter the workplace, even if they do not exhibit symptoms of the virus. This guidance signals to employers that mandatory COVID-19 testing, when carried out in accordance with the requirements of the guidance, will likely not run afoul of the ADA. Copied below are a few of the questions and answers published by the EEOC on this topic:

1. How much information may an employer request from an employee who calls in sick, in order to protect the rest of its workforce during the COVID-19 pandemic?

During a pandemic, ADA-covered employers may ask such employees if they are experiencing symptoms of the pandemic virus. For COVID-19, these include symptoms such as fever, chills, cough, shortness of breath, or sore throat.

Employers must maintain all information about employee illness as a confidential medical record in compliance with the ADA.

2. When screening employees entering the workplace during this time, may an employer only ask employees about the COVID-19 symptoms EEOC has identified as examples, or may it ask about any symptoms identified by public health authorities as associated with COVID-19?

As public health authorities and doctors learn more about COVID-19, they may expand the list of associated symptoms. Employers should rely on the CDC, other public health authorities, and reputable medical sources for guidance on emerging symptoms associated with the disease. These sources may guide employers when choosing questions to ask employees to determine whether they would pose a direct threat to health in the workplace. For example, additional symptoms beyond fever or cough may include new loss of smell or taste as well as gastrointestinal problems, such as nausea, diarrhea, and vomiting.

3. When may an ADA-covered employer take the body temperature of employees during the COVID-19 pandemic?

Generally, measuring an employee's body temperature is a medical examination. Because



the CDC and state/local health authorities have acknowledged community spread of COVID-19 and issued attendant precautions, employers may measure employees' body temperature. However, employers should be aware that some people with COVID-19 do not have a fever.

4. Does the ADA allow employers to require employees to stay home if they have symptoms of the COVID-19?

Yes. The CDC states that employees who become ill with symptoms of COVID-19 should leave the workplace. The ADA does not interfere with employers following this advice.

Additional guidance may be reviewed at www.eeoc.gov. In administering COVID-19 testing, employers must still consider a number of issues to ensure the testing process is compliant with the ADA, including:

- * Conducting testing in a non-discriminatory manner, which means administering tests uniformly and testing all employees entering the workplace;
- * Maintaining the confidentiality of test results;
- * Establishing policies for employees who refuse testing that are consistently applied;
- * Asking employees to sign consent or acknowledgment forms;
- * Establishing policies for notifying employees of results and precautions to be taken when an employee tests positive; and
- * Establishing a policy for employees returning to work after testing positive, consistent with guidance from the CDC and state and local public health authorities.

Notably, the EEOC has not authorized employers to conduct mandatory antibody testing of employees under any circumstances. This may change as antibody testing becomes more reliable.

Given the ever changing legal and medical guidance on this virus, COVID-19 testing presents significant risks and challenges. Employers should be cautious and work with experienced employment counsel before implementing any testing of employees.



Standing Together

Like many Americans, I am saddened and angered by the death of George Floyd. Watching the video displaying such reckless, unwarranted brutality at the hands of law enforcement made me sick to my stomach. Those responsible for his death should be prosecuted to the fullest extent of the law. As a nation, we stand together in opposition to the violent killing of George Floyd.

When crimes like this occur, it is important that we continue to speak out against them. Over the past few weeks, countless individuals have made their voices heard. However, we must remember that violence and rioting are not the answer. The right to peacefully protest is an unassailable right enshrined in the First Amendment of the U.S. Constitution. However, violence and looting – which in many cases harms local businesses and communities – is an unacceptable exploitation of the situation that undermines the intent of the legitimate and important message of the peaceful protestors. Many of the businesses that have been vandalized and stolen from are small businesses that have already been hurting for the past few months because of the COVID-19 pandemic.

The rioting which has occurred in many of our country's communities does not represent the heart of the people that call these communities home. In many cases, the violence is being perpetrated by radical outsiders trying to further divide us. We cannot let this happen. As a country, we can do better. Violence is not the answer.

We do have an important, peaceful tool available to us, which has worked in our country for nearly 250 years: our right to vote in free and fair elections. South Dakotans recently exercised this right during the June 2 primary election, and we will take to the polls again to vote in our state, local and federal elections on November 3. Voting is the most powerful, effective tool in making a difference and enacting change. I thank all those who partake in this important tradition to make sure your voices are heard, as our election system is only as good as those who participate in it.

Former President Bill Clinton, in his first inaugural address, reminded us that “there is nothing wrong with America that cannot be cured with what is right in America.” I couldn't agree more. Despite our challenges, we remain the greatest, strongest, freest country in the world. In the immediate future, our country will continue to be pained by the recent events. We certainly have work ahead of us as we seek ways to heal and make forward progress. This starts by recognizing the criminal act causing the loss of George Floyd's life, standing together to seek justice, and ending the violence and rioting that undermines the message.

We will continue to pray for George, for his family, for our country and for a permanent healing and understanding of all Americans, regardless of race. And we will renew our resolve to make our country better for future generations.



Mike Rounds
US Senator
(R-SD)

Wolves will Celebrate “Howling 2020s” this Fall

This fall, Northern State University Wolves will celebrate the “Howling 2020s” during homecoming week.

Homecoming takes place Sept. 21-26 at Northern, with the 106th annual Gypsy Day Parade set for Saturday, Sept. 26, at 9 a.m. Online parade registration is now open. Register by submitting the Parade Registration Form, found by visiting northern.edu, selecting “Campus Life,” then “Gypsy Days” (www.northern.edu/campus-life/gypsy-days).

Entrants will decorate their float base on the “Howling 2020s” theme, and a panel of judges comprised of Northern and community leaders will present awards in the following categories:

- Best Overall Float
- President's Award (best Northern State University entry)
- Mayor's Award (best Aberdeen Area community entry)
- Chamber Award (best Aberdeen Area business entry)
- Northern Pride Award (best representation of theme)
- Northern Spirit Award (best group participation and spirit)

- Thunder's Award (best entry featuring live animals)
- Gypsy Award (best vehicle entry)
- Throwback Award (best entry using a previous parade float)

Northern has also announced the 2020 Gypsy Days royalty candidates. Queen candidates are: Molly Kueter, Brandon; Sarah Schafer, Flasher, N.D.; Livia Wallace, Pipestone, Minn.; Molly Walter, Monticello, Minn.; and Kylie Werner, Sioux Falls. Marshal candidates are: Kelson Brewer, Stanwood, Wash.; Parker Heger, Underwood, N.D.; Judah McKinley, Pierre; Eduardo Mendoza, Cochabamba, Bolivia; and Cory Weeks, Watertown.

For more information about Northern's 2020 homecoming celebration, contact NSU Student Affairs at 605-626-3007 or gypsydays@northern.edu.



We Have Work to Do



Dusty Johnson
US Representative
(R-SD)

George Floyd's murder was unacceptable. Racism is unacceptable. Violence is unacceptable. Trampling on the rights of journalists, protestors, property owners and others is unacceptable. Using language that divides, rather than unites, is unacceptable. Ignoring the problem is unacceptable.

Much of our attention in recent days has understandably been focused on George Floyd's death and the violence that followed. It's easy to understand why. The images are jarring and have deeply troubled the hearts of all decent people.

Real progress toward equal justice won't come from focusing only on horrific and headline-grabbing acts of violence, though. There is a real hurt and anger that long pre-dates George Floyd's death.

Every day in every state, there are thousands of acts of injustice, large and small, impacting people of color and beyond. Recognizing them, processing them and eliminating them will take tremendous work. There is a role for all of us, myself included, in that labor. Progress will take years – it will be uncomfortable and there will be setbacks. But we need to act.

People tend to look toward government action when discussing the need for progress. Clearly there is a role for state, federal and local governments in building a more just society. There is an even more

important role for each of us to individually examine how we can grow in this area and to intentionally modify our behavior to become better leaders.

For example, I don't have hate in my heart. That doesn't let me off the hook, because hate isn't the only thing that fosters discrimination or injustice. I sometimes suffer from lazy assumptions, overly optimistic views, and a swiftness to discount ideas that make me uncomfortable or do not directly impact me. I have a trusted team from a diverse set of ethnicities, genders, and backgrounds, but we don't have the difficult conversations nor let these conversations guide intentional action as often as we should. Clearly, I've got work to do.

In recent years, I've tried to take steps in the right direction, though it's not been enough. I've listened to victims of discrimination to better understand what they've faced. I've established the Ben Reifel Internship, an opportunity for a student committed to tribal and Native American issues to serve in our congressional office. I serve on the House Civil Rights and Human Services subcommittee, and have been a leader on numerous bills affecting people of color, including serving as floor manager of the bill that provided much-needed resources to tribal and historically Black colleges and universities.

2-4 PM * MUSIC BY HANNAH
4-6:30 PM * DOUBLE S DUO
7-9 PM * ACQUIRING SIGNALS
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Showing Up to Work

For the last few months, essential employees across the country have been showing up for work, often risking their health and safety when they do. We've all heard harrowing stories of doctors, nurses, and other health care professionals who've spent weeks away from home so they could help treat patients and comfort families, sacrificing time away from their own.

We've also heard stories and seen the realities of other heroes who, up until the pandemic, have all been members of the unsung variety: delivery drivers, sanitation workers, grocery store workers, and cable and utility technicians, just to name a few. They're the people we often took for granted on trash day or after placing an Amazon order or when we made a trip down the meat or dairy aisle. Honestly, I'm not sure I'll ever look at a fully stocked grocery store the same way ever again.

Essential workers have helped keep America running, and during a crisis, Congress is an essential industry.

At the height of the pandemic, after Congress passed a massive, multi-trillion dollar coronavirus relief package, the Senate practiced what it was preaching. We spent a few weeks working from our home states to help reduce the risk of spreading the disease. Our top priority was – and is – keeping people safe. During that time, the attending physician and others at the Capitol worked hard to develop a plan for the Senate to safely return to Washington as soon as possible, and we did on May 4.

We've been hard at work monitoring the \$2.4 trillion comprehensive response to the coronavirus pandemic, convening important committee hearings to conduct oversight and prepare legislation for future floor consideration, and walking and chewing gum by passing bills and confirming executive and judicial branch nominees.

I've participated in several Commerce Committee hearings that have examined how the coronavirus crisis has affected transportation in the United States – a critical industry for South Dakota. The committee heard directly from the airline, automotive, and railroad industries about how they've dealt with the pandemic and how they're planning to be part of the reopening. The Commerce Committee has also examined the heightened reliance of broadband – another critical issue in South Dakota – particularly the dependence on keeping America connected over the last few months. And the Finance Committee, of which I'm also a member, has convened hearings to examine unemployment insurance during the pandemic and

conduct oversight of certain Food and Drug Administration inspection processes.

As the economy continues to reopen in South Dakota and around the country, the Senate is going to continue to focus on those buckets: monitoring COVID relief efforts, convening hearings and conducting oversight, and passing bills and confirming nominees. All of them are important to our state's and nation's recovery and reopening.

This has been a difficult year. I know it feels like there have been more downs than ups. I think it has highlighted, though, that while our individual struggles might be unique, so too is our shared optimism that tomorrow will be better than today. Despite any obstacles we find in our way, we still wake up every morning in the greatest country the world has ever known. We are American together, and that's why brighter days are always ahead.



John Thune
US Senator (R-SD)

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BANDS, BREWS & BBQ

SD Snow Queen Festival & Centennial Village

Centennial Village - 400 NW 24th Ave, Aberdeen SD

CHS Graduate Thanks Fellow Vets with Handmade Flag Cards

Eighty-year-old Army veteran Robert Ekdahl's handmade "flag cards" are reminders to remember the American flag. He makes the cards using stars cut from worn-out flags. Anyone is free to take the cards. But Ekdahl's friend and Air Force veteran Jon Rogers, 71, Aberdeen Central Class of 1966, said the men focus on giving them to veterans as a thank you.

Ekdahl and Rogers have handed out more than 67,500 cards over eight years, which have brought reactions ranging from handshakes to tears and hugs. Their goal is to reach the next milestone of 70,000 cards. They see his handmade "flag cards" as more than cut-out stars on plastic-wrapped index cards.

"Early on I had a veteran say 'That's the first time anybody has said thank you,' " Rogers said. "So there's somebody out there that has not been thanked for their service yet, and I'm going to find that person, no matter how many people I have to go through."

Ekdahl was inspired to begin making the cards by a star card he received while hosting a reunion for his Vietnam battalion in May 2011. Ekdahl came up with his own version of the card and began handing the cards out that June. His initial batch of 2,000 ran out as he received requests for more cards from members of his local Veterans of Foreign Wars chapter.

Tens of thousands of cards later, Ekdahl and Rogers are still finding more discarded flags to use and more people to receive the cards.

"I was part of our American Flag.
I flew proudly.
The sun and elements have caused me to become faded, tattered, and torn.
I am no longer in condition to fly.
Carry me as a reminder that I am not forgotten."



Jon Rogers and Robert Ekdahl. Photo courtesy of Omaha World-Herald.



A "flag card" made by Robert Ekdahl. Photo courtesy of Omaha World-Herald.

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What a Difference a Year Makes!

Agriculture has always been a business with a lot of volatility, but the last 12 months have to be “one for the books”. August 2018 saw African Swine Fever (ASF) move into China, resulting in the loss of millions of pigs by June 2019. However, this presented an opportunity to increase exports so US pork production started ramping up.

From March 1, 2018 to March 1, 2020, SD producers increased market hog inventory from 1,425,000 pigs to 1,745,000 pigs. While that may seem like a big jump, it is still 22% less pigs than SD had in 1925. Those additional pigs will annually require over 6.3 million bushels of corn, and 1.92 million bushels of soybeans.

Then came covid-19 in December 2019, disrupting just about everything. With lockdowns in China, ports were closed and transportation within country was limited so US pork exports to China were significantly reduced. This led to an over-supply of pork in the US and pig prices began to plummet by March 2020.

Covid-19 impacted the US pork industry in two additional ways. It caused the shutdown of some

packing plants and changed the type of cuts of pork consumed. At one point, US pork harvesting capacity was reduced to 64% of its normal level, which resulted in empty shelves and higher priced pork in grocery stores. Luckily, packing capacity has now increased back to 95% of its normal level. Lockdowns also resulted in a shift in the type of pork consumed. Pre- covid-19, bacon was one of the most popular cuts of pork. However, since the majority of bacon went to the food service industry, bacon demand has greatly decreased as those entities either closed or had significantly reduced sales. At the same time, people are cooking more at home so pork loin, typically a less expensive cut, has become very popular again, especially as we enter grilling season.

Change is one of the few constants left, and agriculture will continue to change and adapt as it always has. No one knows what the “new normal” will look like for any of us. However, many farm and ranch families are going through some very tough times so please reach out to them, and keep them in your prayers.



Dr. Robert Thaler

*Swine Specialist,
SDSU Extension
on behalf of
the Ag
Committee*

How to Staycation in Aberdeen



This is not a lost summer. With a little bit of elbow grease, this could be the best summer ever.

Plan a staycation right here in Aberdeen. Just follow our step-by-step guide.

Step one: Treat it like a vacation

Many of us have vacation days that go unused, so use them. If your budget allows, book a camp site or hotel room to really get in the vacation mind set. A lot of accommodations have lower rates and greater availability mid-week. Best part is, little or no travel time means maximum fun.

Step two: Plan activities

If you have friends or family come into town, what do you suggest they do? Is there a restaurant you haven't tried or an attraction you haven't visited? Now's the time to go do that!

Need suggestions?

- Aberdeen has more than 30 miles of

recreational trails throughout the city. Figure out which trail is your favorite.

- Don't just ride the rides at Storybook Land, rate them.
- Create a bracket for family go-cart championships at Thunder Road.
- Earn your sea legs in a paddle boat on Lake Minne-eh-o.
- Go swimming at a beach – Wylie Park, Richmond Lake and Mina Lake state recreation areas all have swimming beaches.

•Also, there are some great hiking trails at Richmond and Mina, check those out too.

•Try frisbee golf – there are two courses in town and one at Richmond Lake State Recreation Area.

- Don't forget sunscreen, apply early and often.

Step three: Unplug

This goes back to step one, treat a staycation like a vacation. Use your phone for pictures, but try not to use it for anything else. If you must keep in touch, set aside some time in the morning and/or evening.

Step four: Come home

Whether you left or not, end your staycation like you would a vacation: Unpack your bags, get a load of laundry in, eat questionable leftovers or order a pizza because you just don't have it in you to cook.

Need more ideas? Check out VisitAberdeenSD.com!



Katherine Grandstrand

*Convention Sales &
Marketing Director,
Aberdeen Area
Convention & Visitors
Bureau*



Lenders Making a Difference for Small Businesses in Local Communities



Kayla Rogeberg
Program Support
Assistant, US
Small Business
Administration,
South Dakota
District Office

Since early April, over 21,000 South Dakota small businesses leveraged U.S. Small Business Administration emergency funding through Paycheck Protection Program loans and Emergency Injury Disaster Loans (EIDL) in response to COVID-19. The PPP – facilitated through SBA's vast network of lending partners across the state – and EIDL loans – facilitated through SBA – helped these businesses to remain operational and keep employees on the payroll. In addition to the SBA emergency lending, SBA simultaneously noted an uptick of non-emergency SBA guaranteed lending including 7(a), SBA Express, 504, and micro loans – all used to start and grow SD small businesses in recent months, even during the pandemic. The following provides an overview of SBA guaranteed lending for borrowers who may be ineligible for conventional financing:

7(a) Loan

Use to fund equipment, real estate, or small business inventory, working capital, refinance existing business debt, or to purchase a small business.
Max Loan Amount: \$5 million

Maximum Interest Rate: prime + 2.75%

Terms: loan term varies according to the purpose of the loan, generally up to 25 years for real estate, 10 years for other fixed assets and working capital.

SBA Express Loan:

Featuring a simplified process, these loans are delivered by experienced lenders who are authorized to make the credit decision for the SBA. These can be term loans or revolving lines of credit.

Max Loan Amount: \$350,000

Maximum Interest Rate: for loans less than \$50,000, prime + 6.5%; for loans of \$50,000 and greater, prime + 4.75%

Terms: loan term varies according to the purpose of the loan, generally up to 25 years for real estate and 10 years for other fixed assets and working capital
504 Certified Development Company Loan:

Used for fixed asset financing; typically, land, building and equipment. 90% financing is possible with the typical 50/40/10 structure. Bank loan- 50%, CDC/SBA- 40%, owner equity- 10%.

Max Loan Amount: \$5 million/ \$5.5 million for manufacturing

Interest Rate: Long term fixed rate financing with historically low interest rates

Terms: 20 or 25 years for land and building, 10 years for general machinery and equipment

Special Condition: Borrower contribution starts at just 10%, increased to by 5% for a new business or a special purpose business and 20% borrower contribution if both conditions apply. SBA 504 loans can be used to refinance existing debt if eligibility conditions are met.

Micro Loan Program:

Eligible businesses can startup and grow with working capital or funds for supplies, equipment, furniture, and fixtures. Borrow from \$500 - \$50,000 and access free business counseling from micro lenders.

Maximum Interest Rate: loans less than \$10,000, lender cost + 8.5%; loans \$10,000 and greater, lender cost + 7.75%

Terms: lender negotiated, no early payoff penalty

For more information, connect with the SBA SD District Office at 605-330-4243, or visit www.sba.gov/sd.

Aspire Foundation, Inc.



Annual Golf Benefit

Friday ~ August 21st, 2020

Lee Park Golf Course

Registration begins at 12:00pm. Shotgun start at 1pm.

The Aspire Foundation provides financial support to Aspire, Inc.

We are a non-profit organization with a mission to create opportunities for people with disabilities to enhance the community.

Tournament Fees: \$400.00 per 4-person team

This includes green fees, cart and meal (after tournament).

Register at www.aspiresd.org/golf-tournament

For more information or to register, call Janae at 605-229-0263 ext. 1007

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